

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

U.S. Patent Application Serial No.

10/016,905

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit I

Katharine_Nisbet@haygroup.com

To tlc@broadband.co.uk

cc

22/08/2000 17:49

Subject [TLC] The first of the questionnaire flowcharts...

Please respond to
tlc@broadband.co.uk

Attached is the list of flowcharts and their current status and 11 flowcharts -
COQ, ROQ, SQC, IQC AND DM.

(See attached file: Flowcharts.xls)

(See attached file: SQC_AR_2.vsd)(See attached file: COQ_HT_2.vsd)(See attached
file: DM_HT.vsd)(See attached file: IQC_AR_1.vsd)(See attached file:
IQC_AR_2.vsd)(See attached file: IQP_AR.vsd)(See attached file: IQP_HT.vsd)(See
attached file: ROQ_AR_1.vsd)(See attached file: ROQ_AR_2.vsd)(See attached file:
SQC_AR_1.vsd)(See attached file: COQ_HT_1.vsd)

Enjoy,
Katharine

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9/14/2007

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<http://www.haypaynet.com>. ****

To receive People Torque, the Hay Group newsletter, please register at
<http://peopletorque.haygroup.co.uk>

Links to Hay Group websites: <http://www.haygroup.co.uk>,
<http://www.transforminglearning.co.uk>, <http://www.haypaynet.com>

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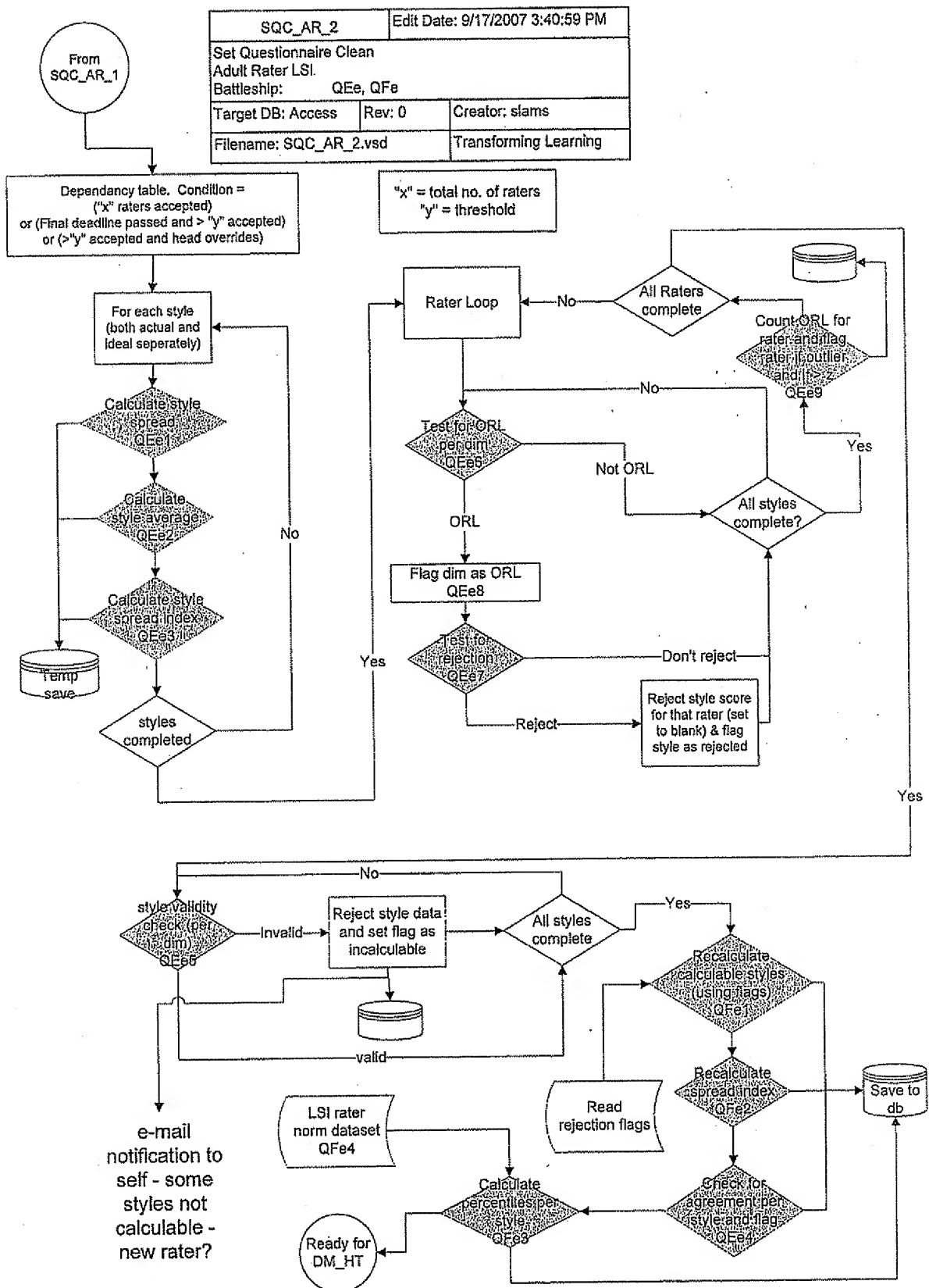
Hay Group Registered office address: 33 Grosvenor Place, London SW1X 7HG
Tel +44 (0)20 7856 7000 Fax +44 (0)20 7856 7100

Registered in England and Wales No. 763575

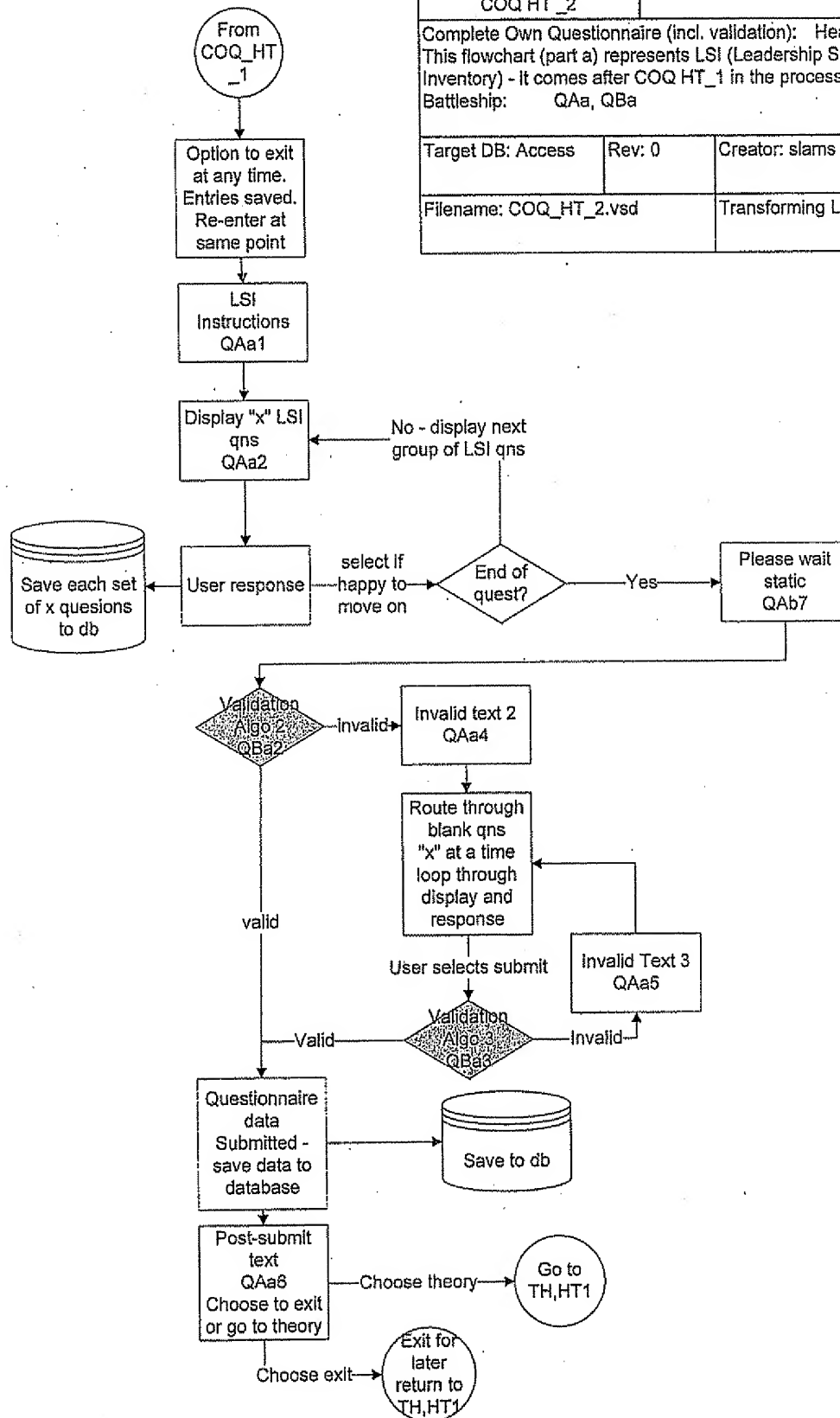
9/14/2007

[illegible]

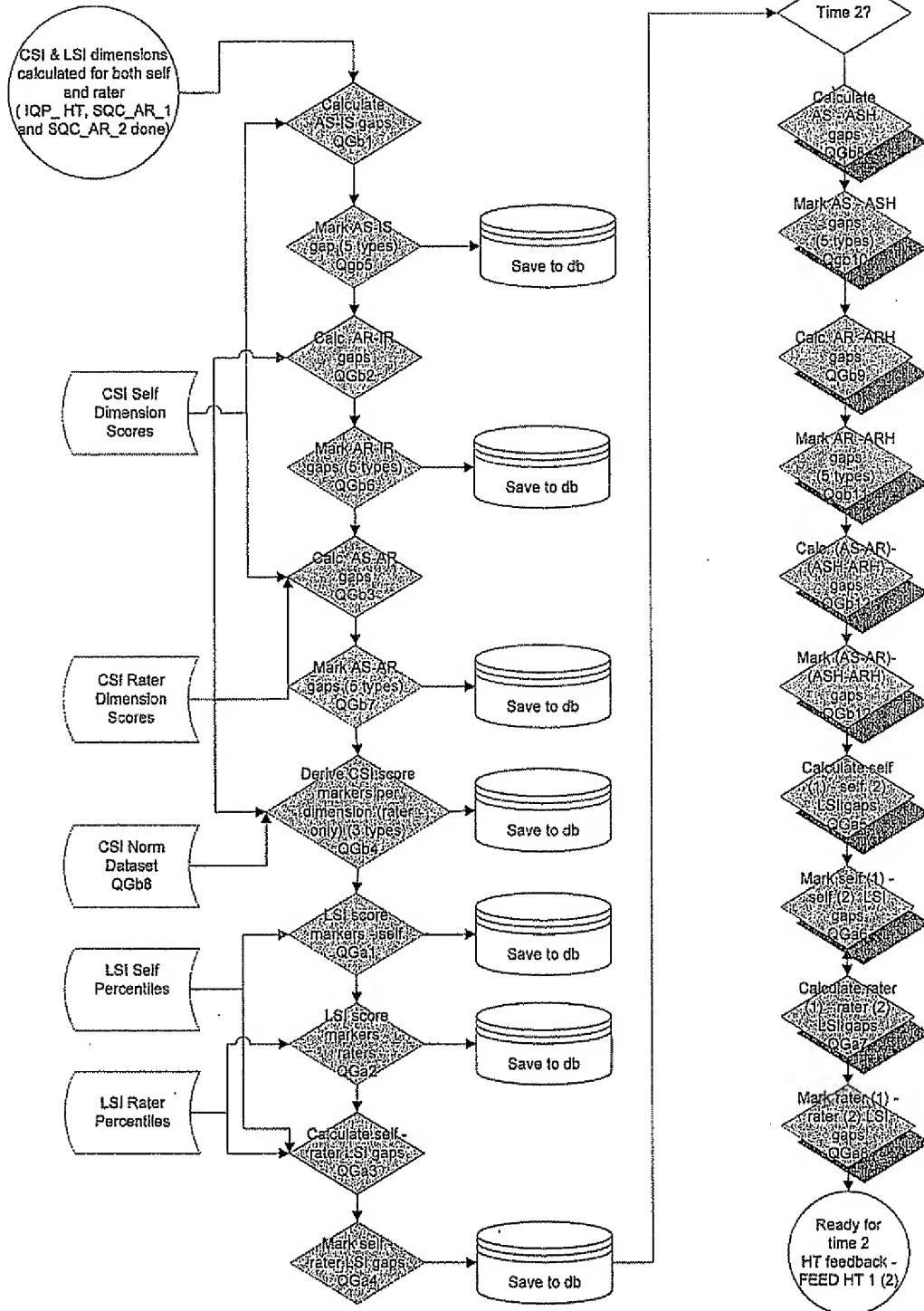
6:53 PM 9/14/2007



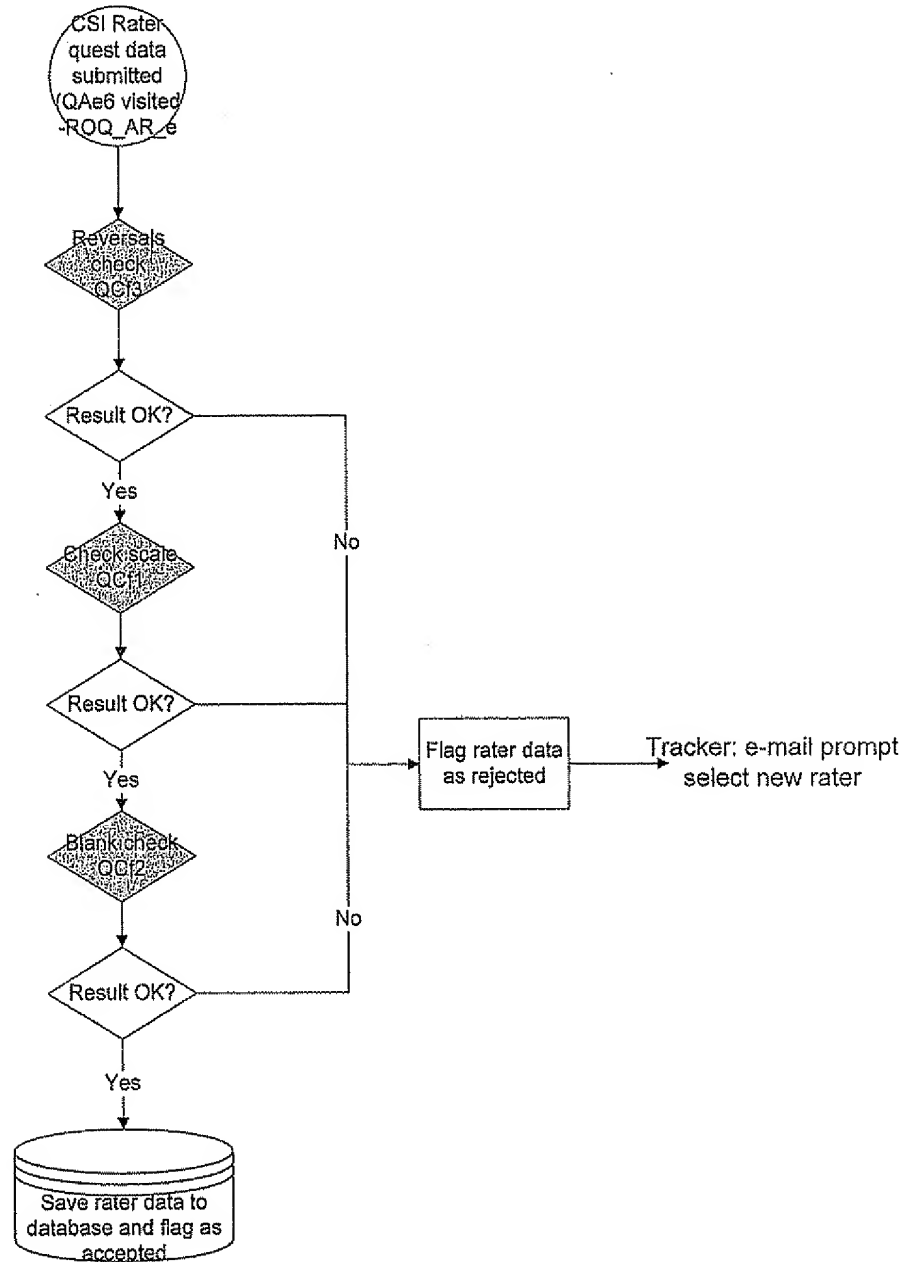
COQ HT_2		Edit Date: 9/17/2007 3:41:46 PM
Complete Own Questionnaire (incl. validation): Headteacher This flowchart (part a) represents LSI (Leadership Styles Inventory) - It comes after COQ HT_1 in the process Battleship: QAa, QBa		
Target DB: Access	Rev: 0	Creator: slams
Filename: COQ_HT_2.vsd		Transforming Learning



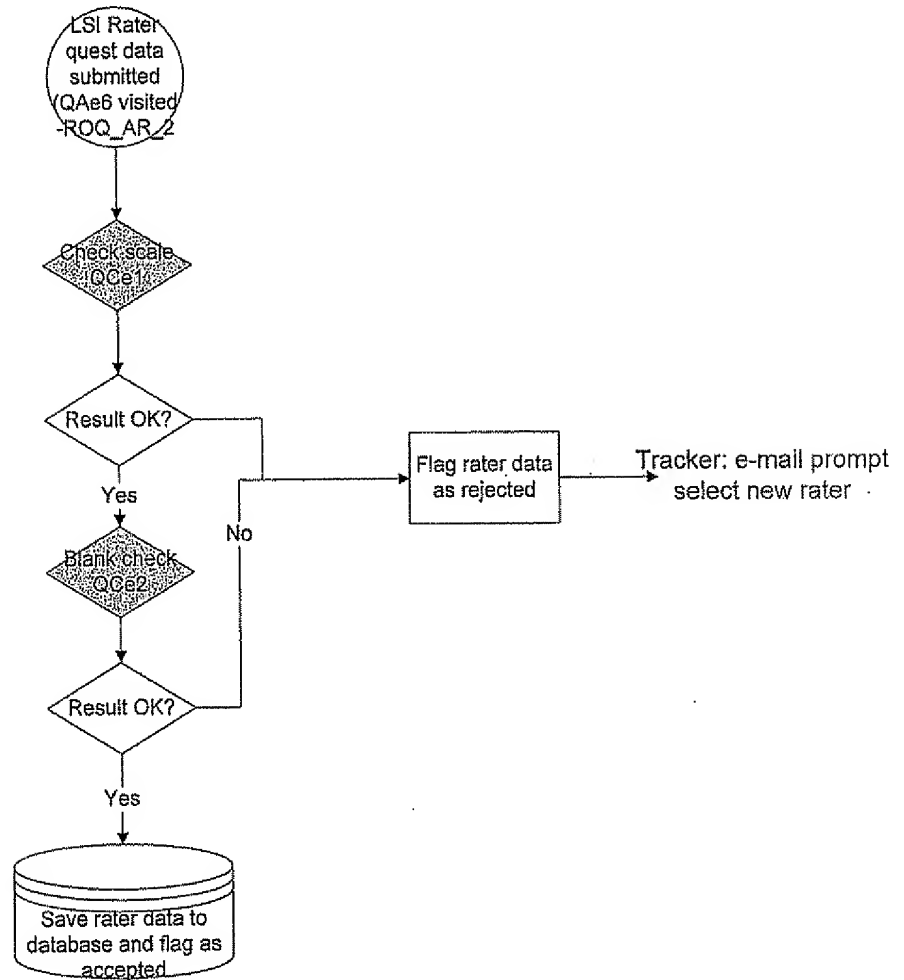
DM - HT		Edit Date: 9/17/2007 3:42:09 PM
Data Markers Headteacher and Adult Rater Battleship: QGa, QGb		
Target DB: Access	Rev: 0	Creator: slams
Filename: DM_HT.vsd		Transforming Learning



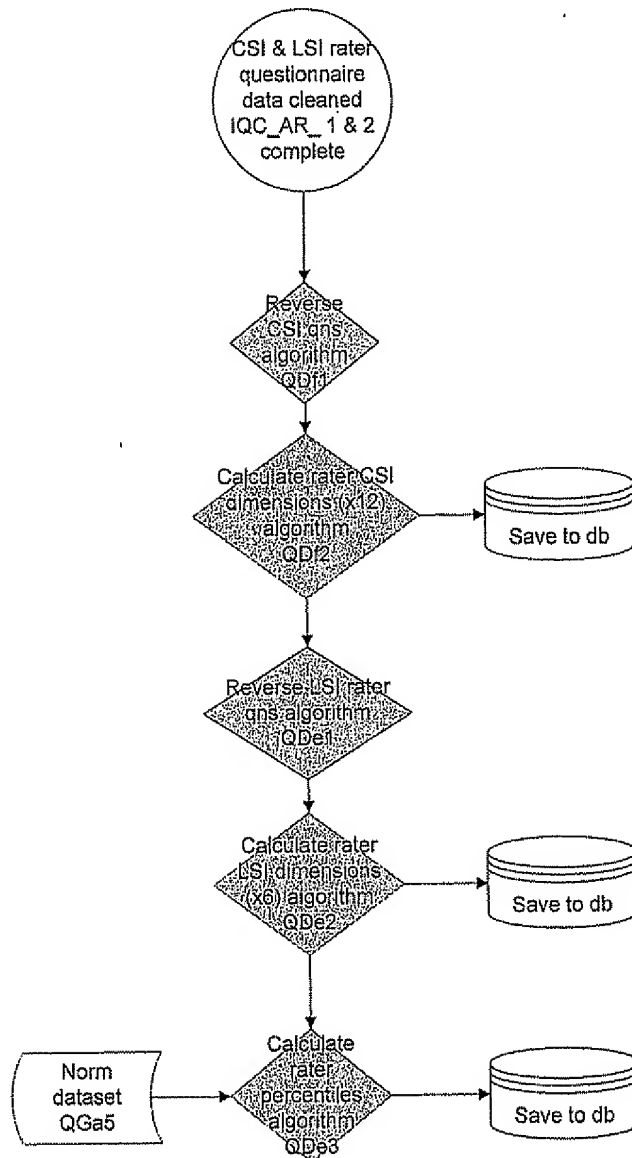
IQC_AR_1		Edit Date: 9/17/2007 3:42:32
Individual Questionnaire Clean Overnight		
Adult Rater CSI		
BattleShip: QCf		
Target DB: Access	Rev: 0	Creator: slams
Filename: IQC_AR_1.vsd		Transforming Learning



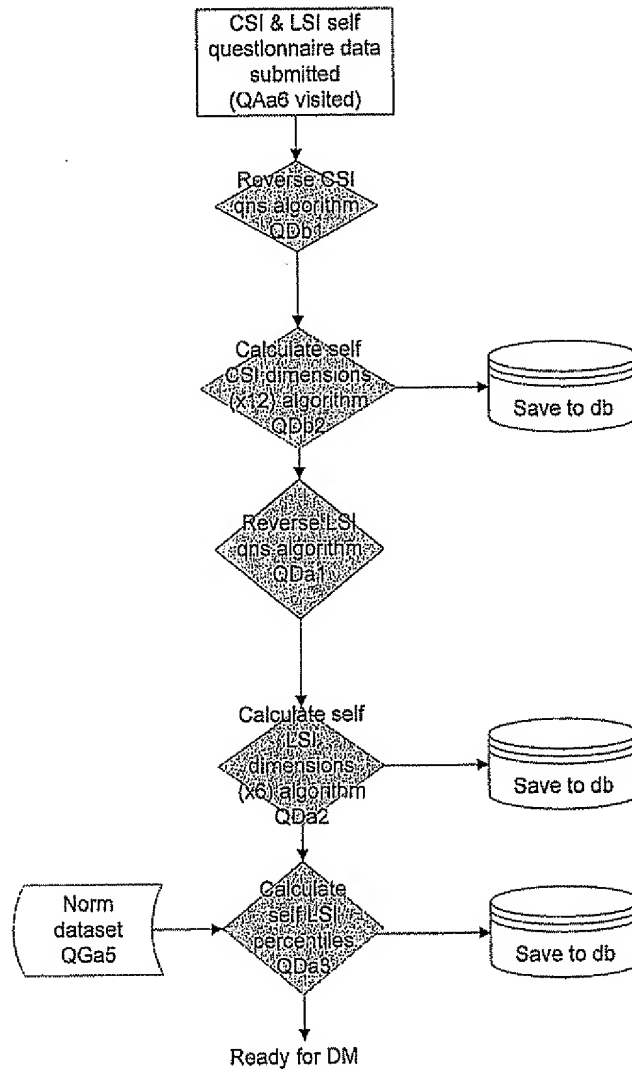
IQC_AR_2		Edit Date: 9/17/2007 3:43:00	
Individual Questionnaire Clean Overnight			
Adult Rater LSI			
Battleship: QCe			
Target DB: Access		Rev: 0	Creator: slams
Filename: IQC_AR_2.vsd		Transforming Learning	



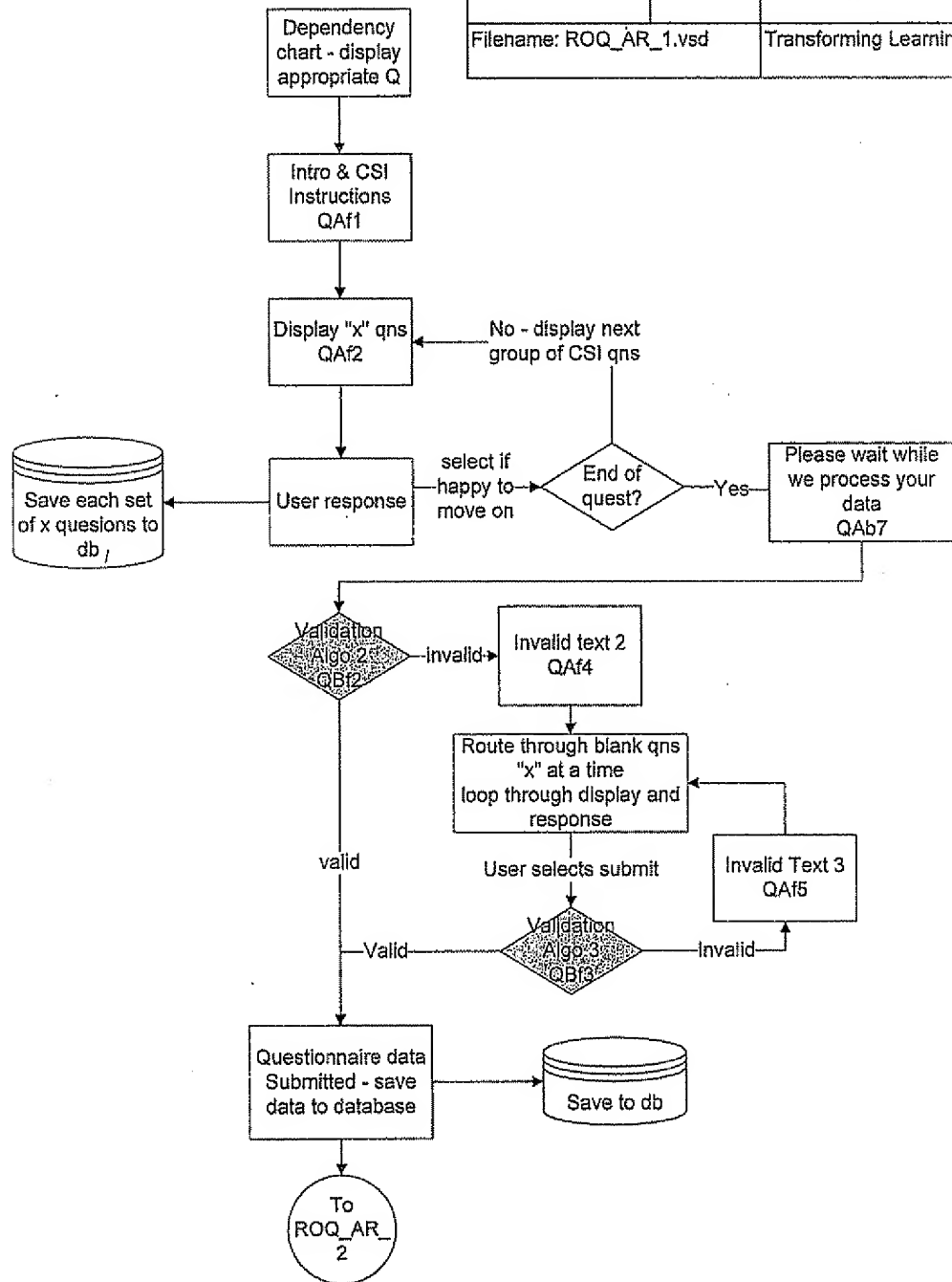
IQP - AR	Edit Date: 9/17/2007 3:43:20	
Individual Questionnaire Processing Overnight		
Adult Rater (Both Questionnaires)		
Battleship: QDe, QDf		
Target DB: Access	Rev: 0	Creator: slams
Filename: IQP_AR.vsd		Transforming Learning



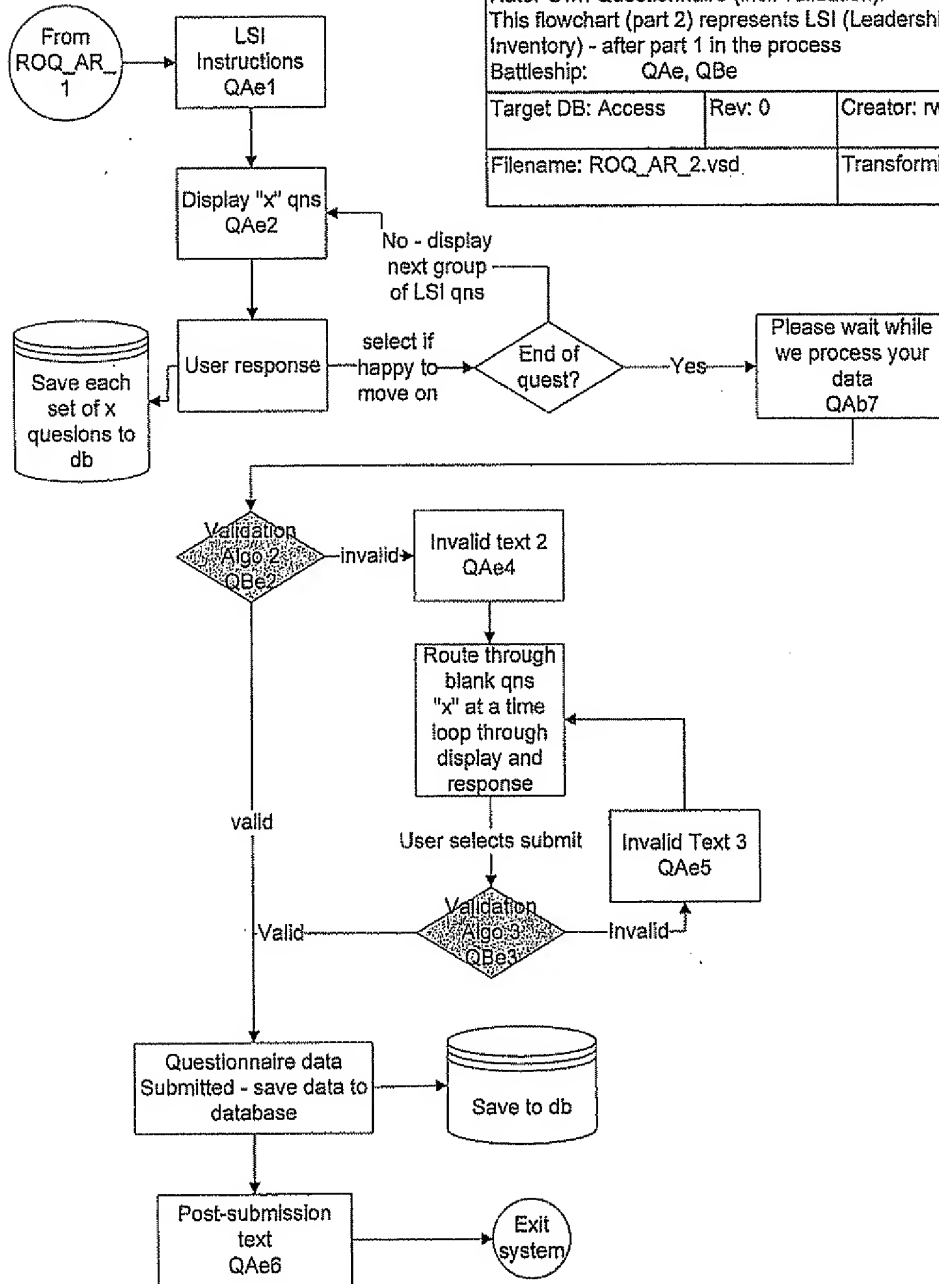
IQP - HT		Edit Date: 9/17/2007 3:45:22	
Individual Questionnaire Processing Overnight			
Headteacher			
Battleship: QDb, QDa			
Target DB: Access		Rev: 0	Creator: slams
Filename: IQP_HT.vsd		Transforming Learning	



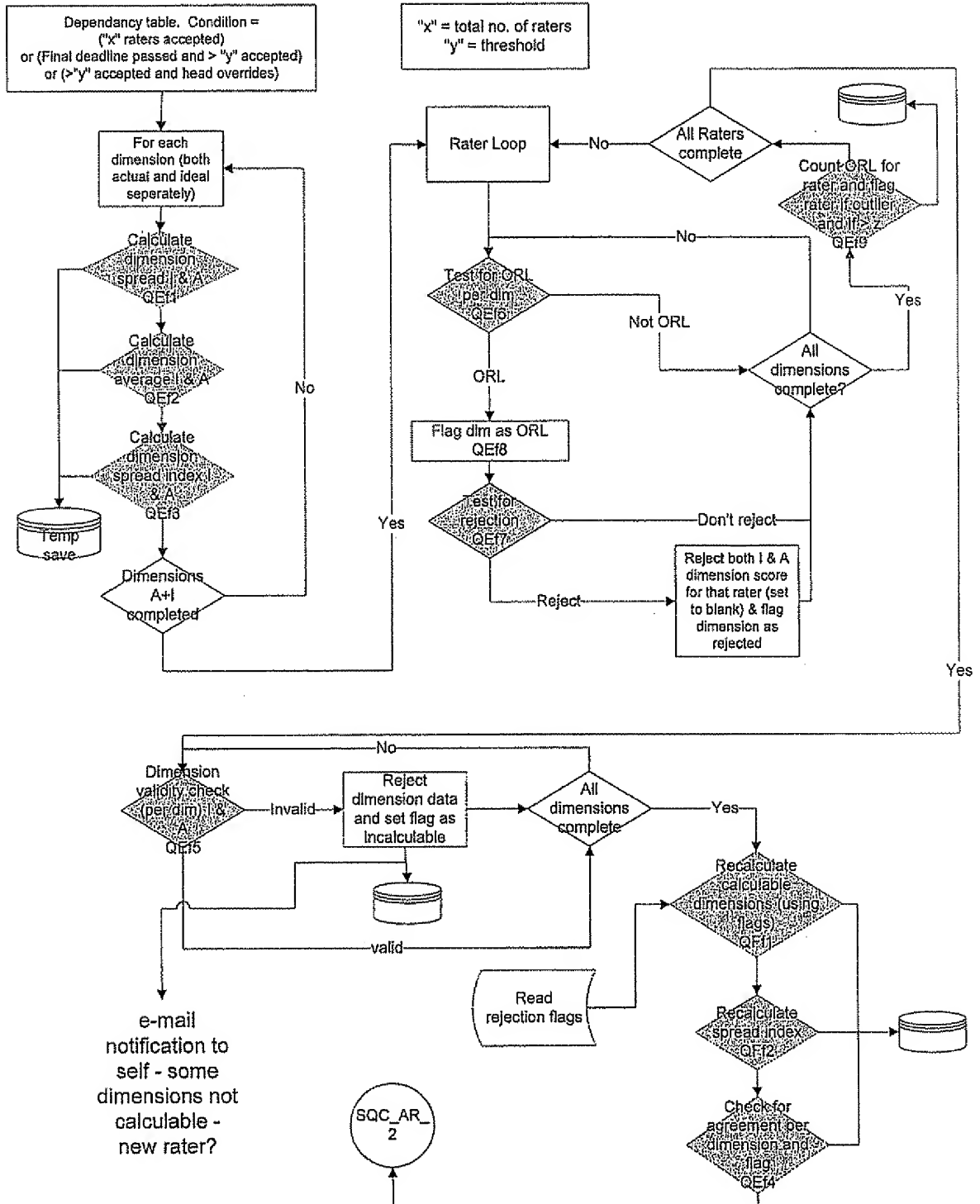
ROQ AR 1	Edit Date: 9/17/2007 3:45:44 PM	
Rater Own Questionnaire (incl. validation): Rater		Adult
This flowchart (part 1) represents CSI Battleship: QAf, QBf		
Target DB: Access	Rev: 0	Creator: rwallace
Filename: ROQ_AR_1.vsd		Transforming Learning



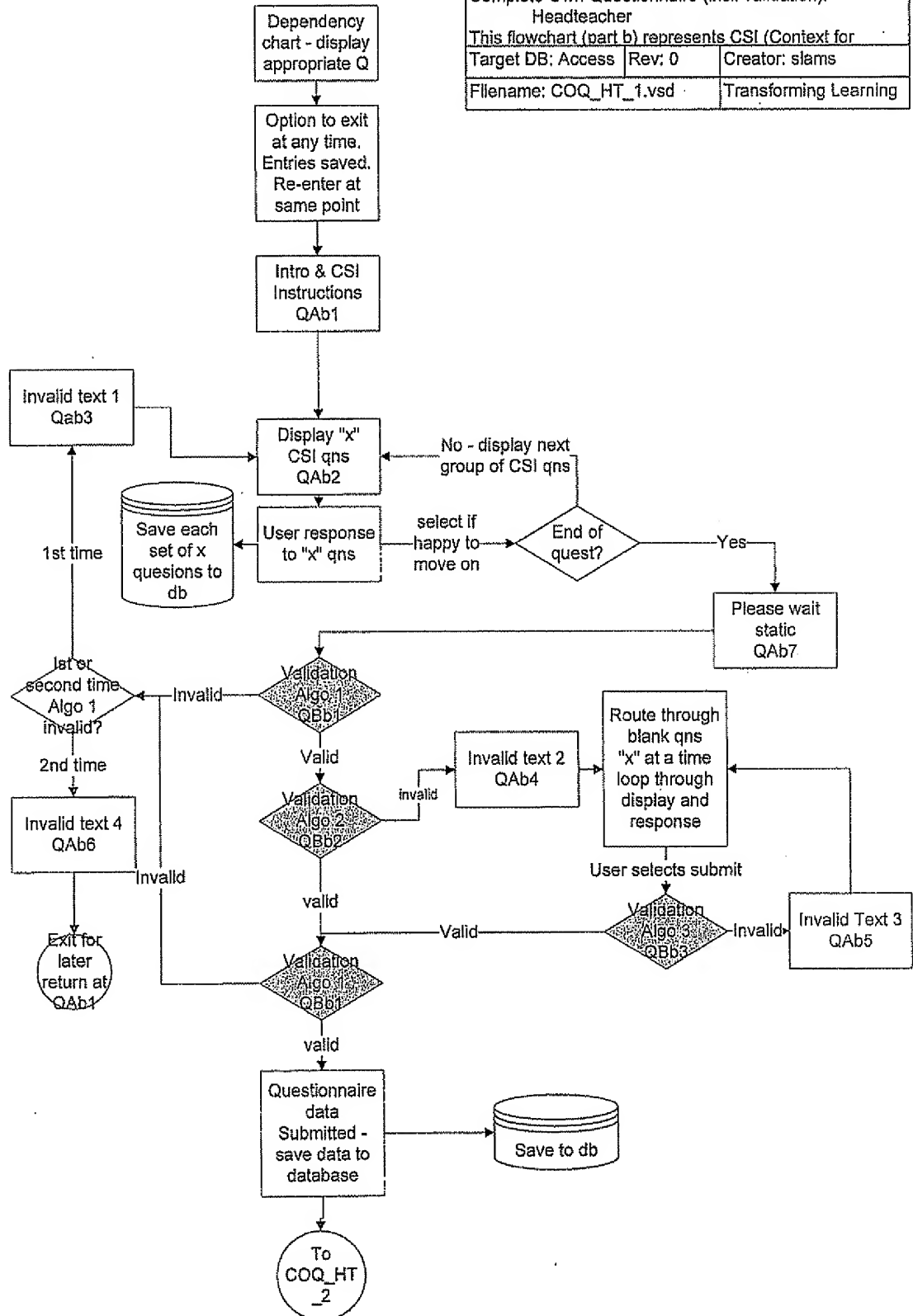
ROQ AR 2	Edit Date: 9/17/2007 3:46:05 PM	
Rater Own Questionnaire (incl. validation): Adult rater This flowchart (part 2) represents LSI (Leadership Styles Inventory) - after part 1 in the process Battleship: QAe, QBe		
Target DB: Access	Rev: 0	Creator: rwallace
Filename: ROQ_AR_2.vsd		Transforming Learning



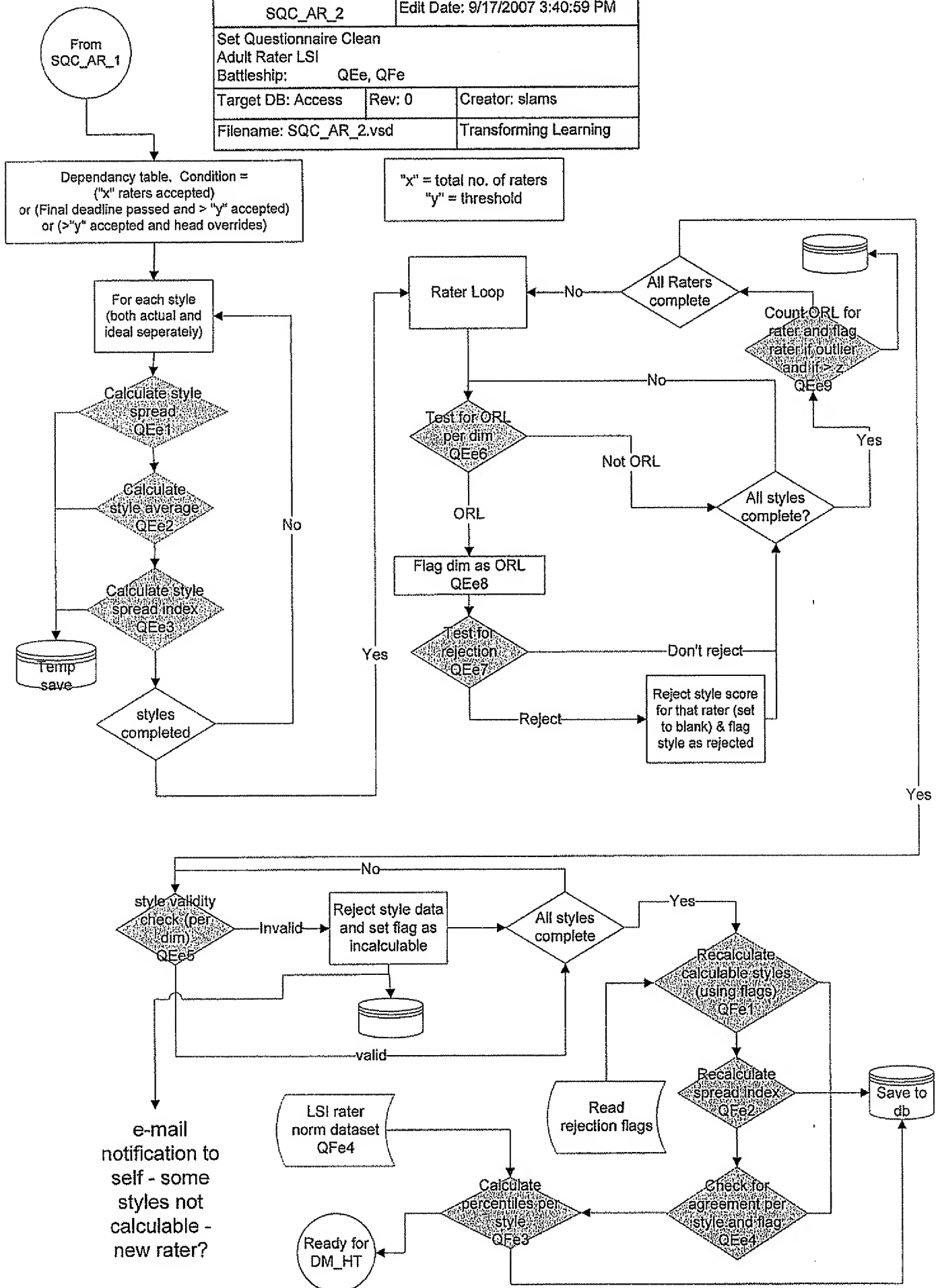
SQC_AR_1	Edit Date: 9/17/2007 3:46:33 PM	
Set Questionnaire Clean		
Adult Rater CSI		
Battleship: QEf, QFf		
Target DB: Access	Rev: 0	Creator: slams
Filename: SQC_AR_1.vsd		Transforming Learning



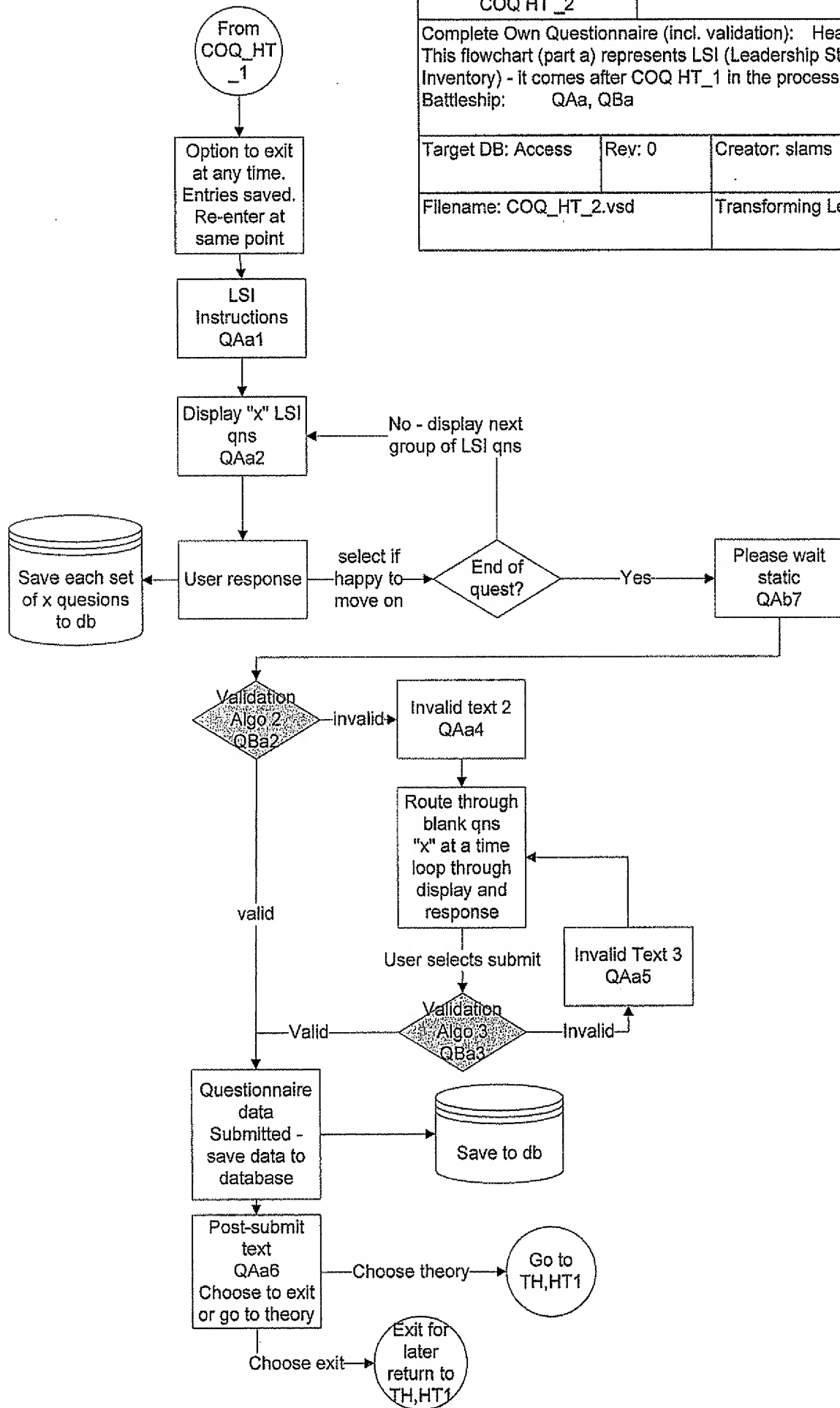
COQ HT_1	Edit Date: 9/17/2007 3:46:54	
Complete Own Questionnaire (incl. validation): Headteacher		
This flowchart (part b) represents CSI (Context for		
Target DB: Access	Rev: 0	Creator: slams
Filename: COQ_HT_1.vsd		Transforming Learning



SQC_AR_2	Edit Date: 9/17/2007 3:40:59 PM	
Set Questionnaire Clean		
Adult Rater LSI		
Battleship: QEe, QFe		
Target DB: Access	Rev: 0	Creator: slams
Filename: SQC_AR_2.vsd		Transforming Learning

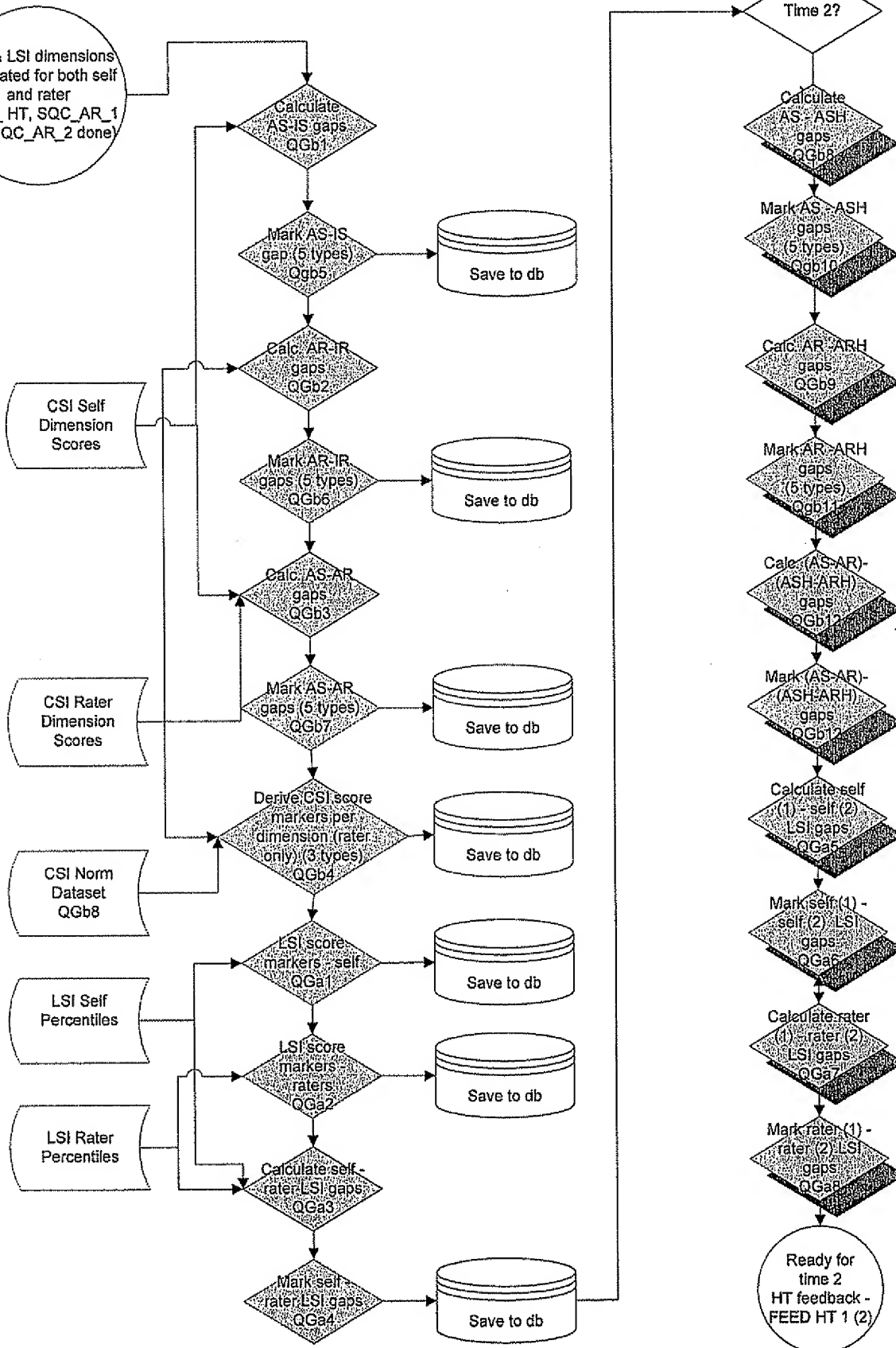


COQ HT_2		Edit Date: 9/17/2007 3:41:46 PM
Complete Own Questionnaire (incl. validation): Headteacher This flowchart (part a) represents LSI (Leadership Styles Inventory) - It comes after COQ HT_1 in the process Battleship: QAa, QBa		
Target DB: Access	Rev: 0	Creator: slams
Filename: COQ_HT_2.vsd		Transforming Learning

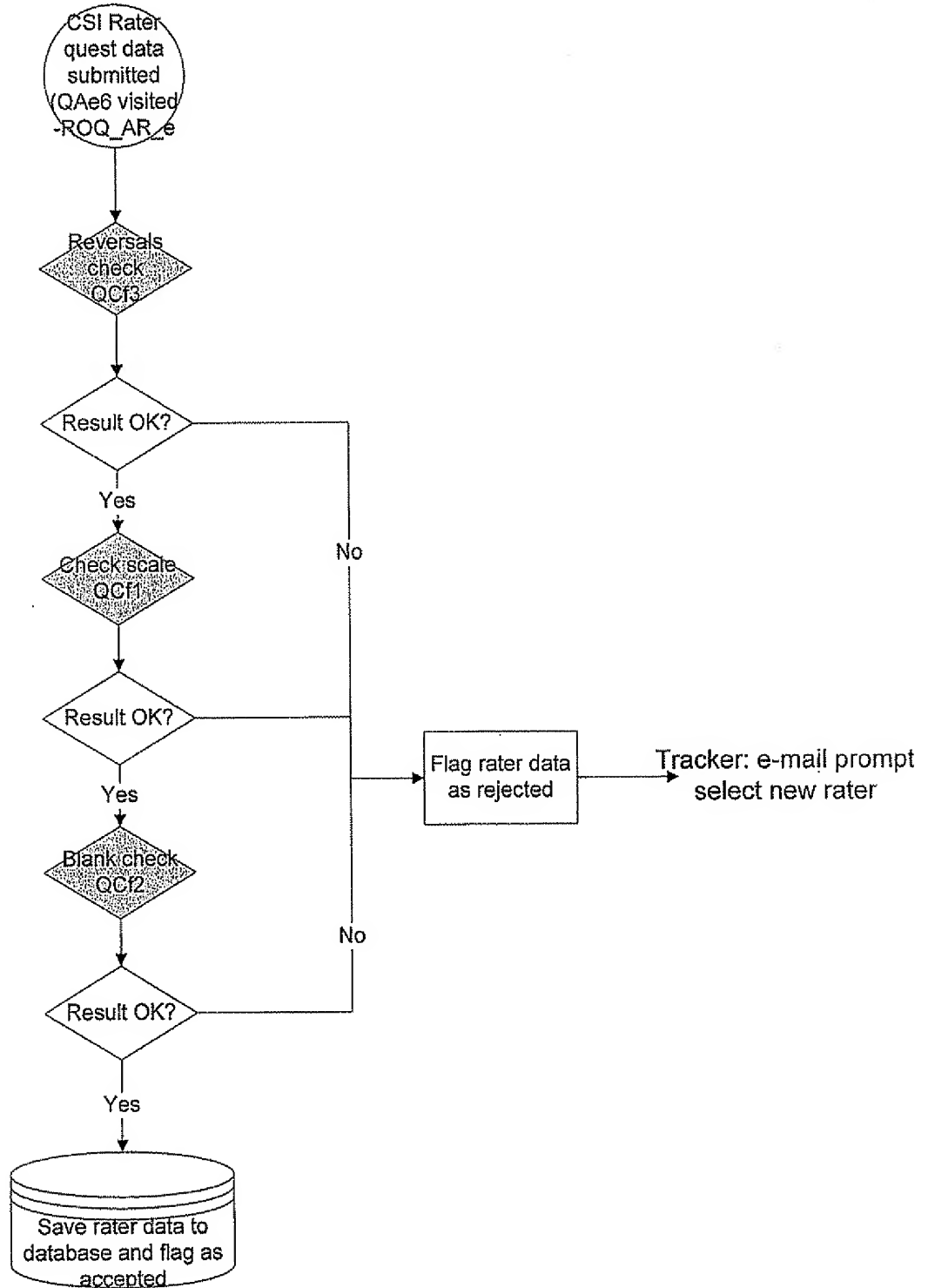


DM - HT		Edit Date: 9/17/2007 3:42:09 PM
Data Markers		
Headteacher and Adult Rater		
Battleship: QGa, QGb		
Target DB: Access	Rev: 0	Creator: slams
Filename: DM_HT.vsd		Transforming Learning

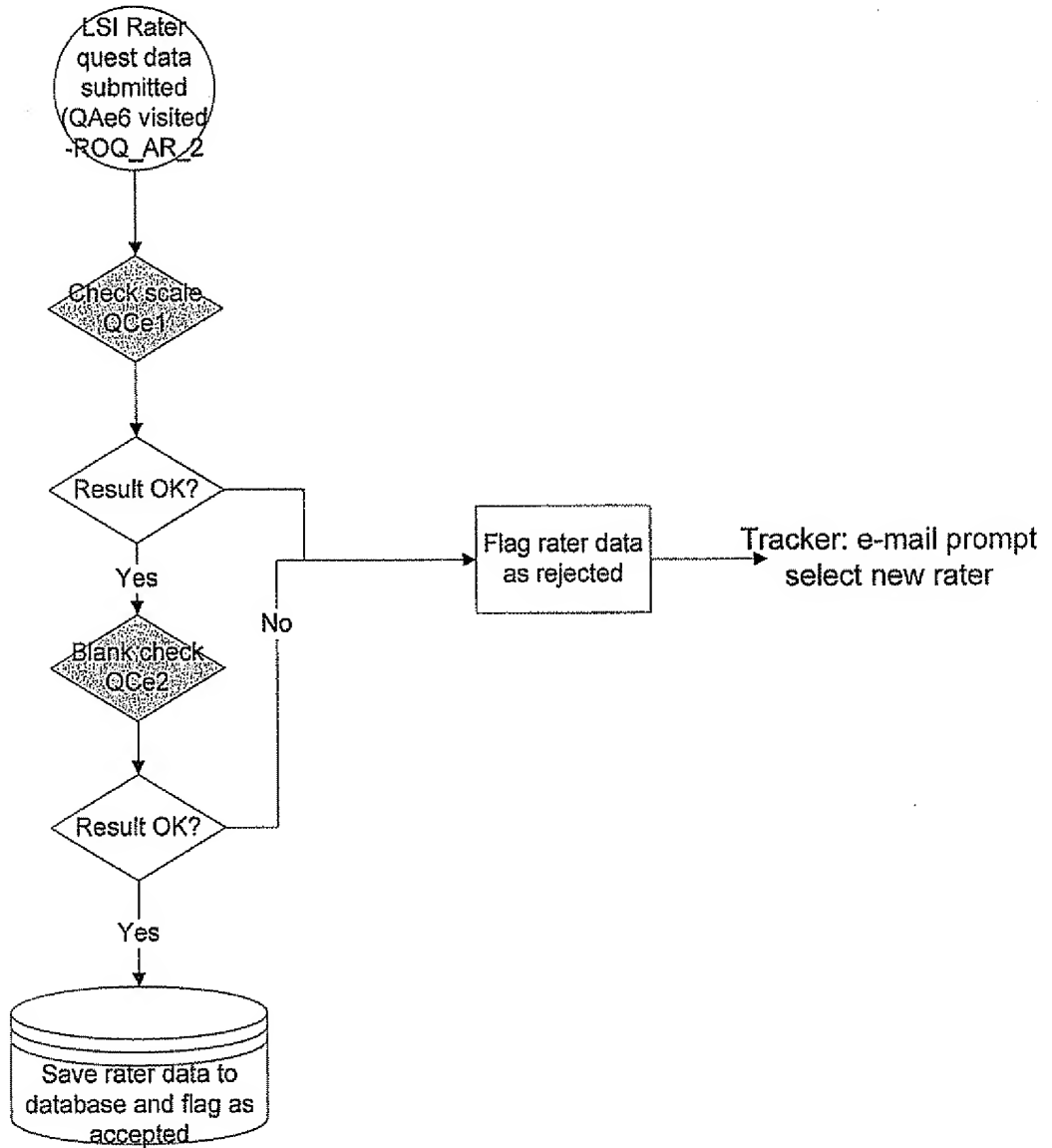
CSI & LSI dimensions
calculated for both self
and rater
(IQP_HT, SQC_AR_1
and SQC_AR_2 done)



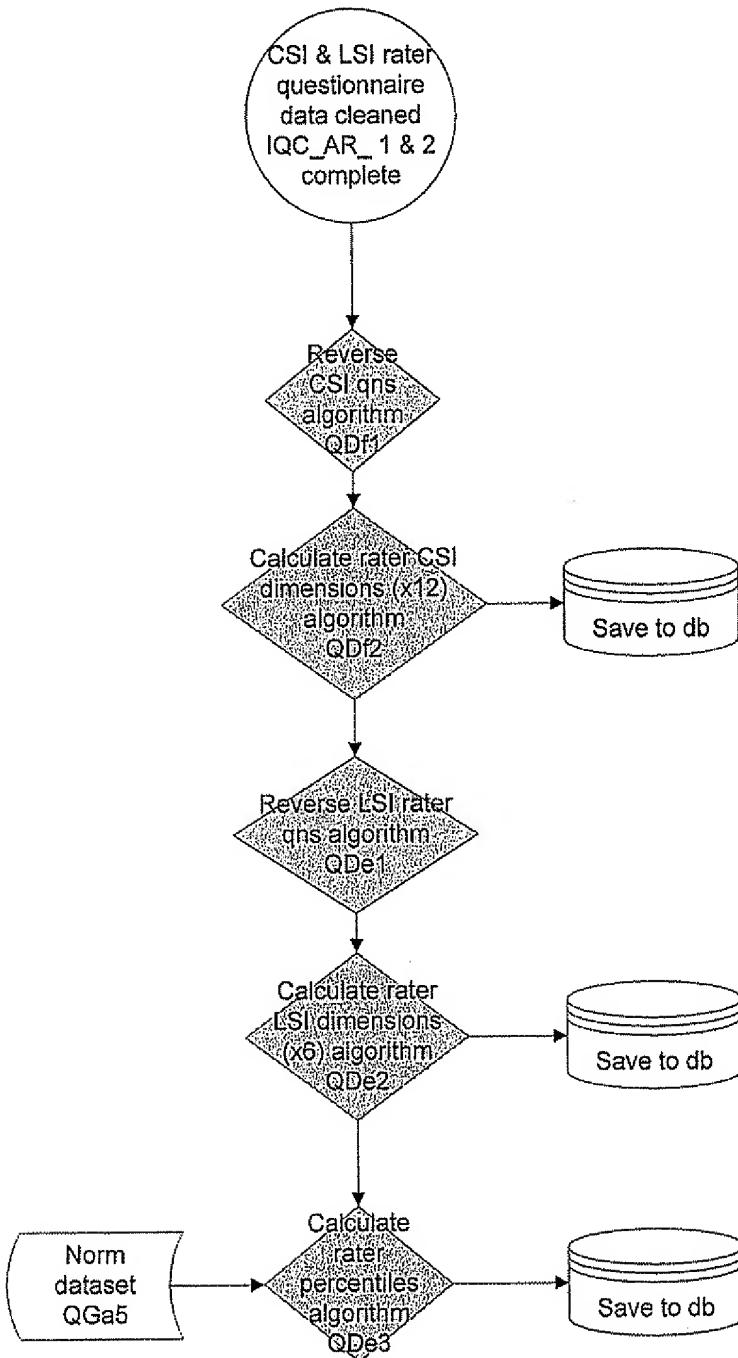
IQC_AR_1	Edit Date: 9/17/2007 3:42:32		
Individual Questionnaire Clean Overnight			
Adult Rater CSI			
Battleship: QCf			
Target DB: Access		Rev: 0	Creator: slams
Filename: IQC_AR_1.vsd			Transforming Learning



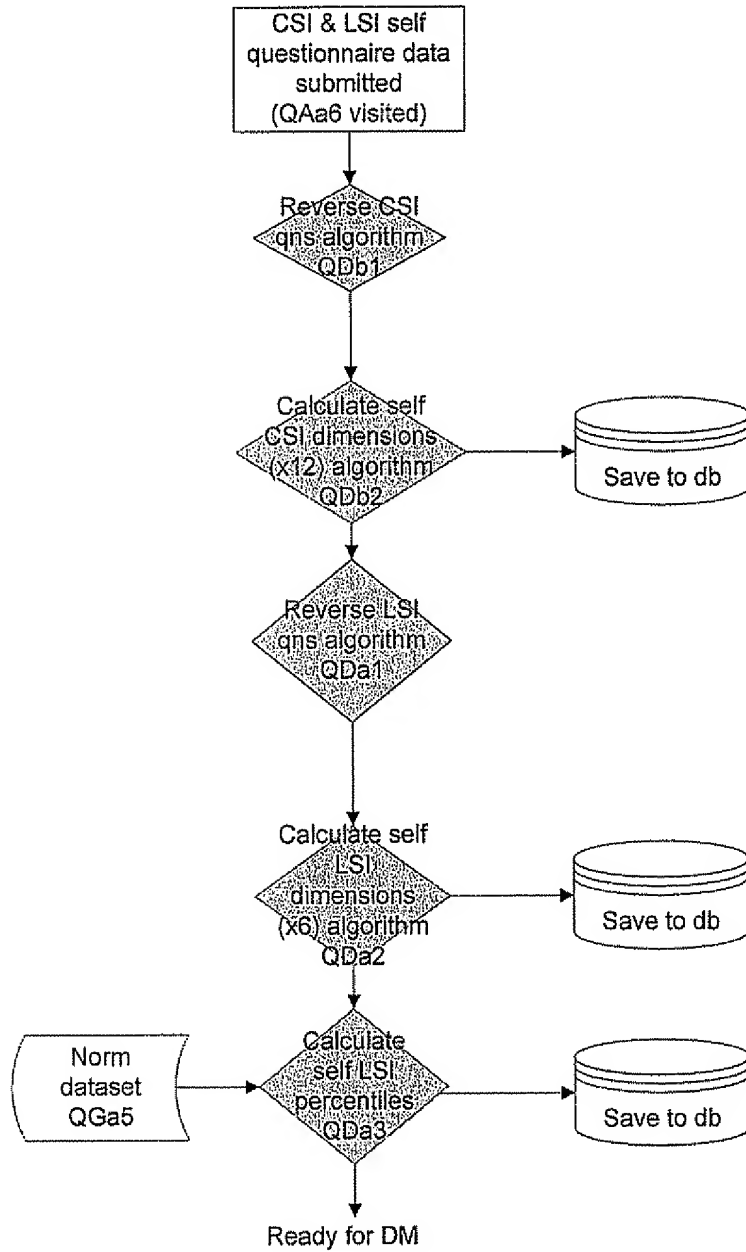
IQC_AR_2	Edit Date: 9/17/2007 3:43:00		
Individual Questionnaire Clean Overnight			
Adult Rater LSI			
Battleship: QCe			
Target DB: Access		Rev: 0	Creator: slams
Filename: IQC_AR_2.vsd			Transforming Learning



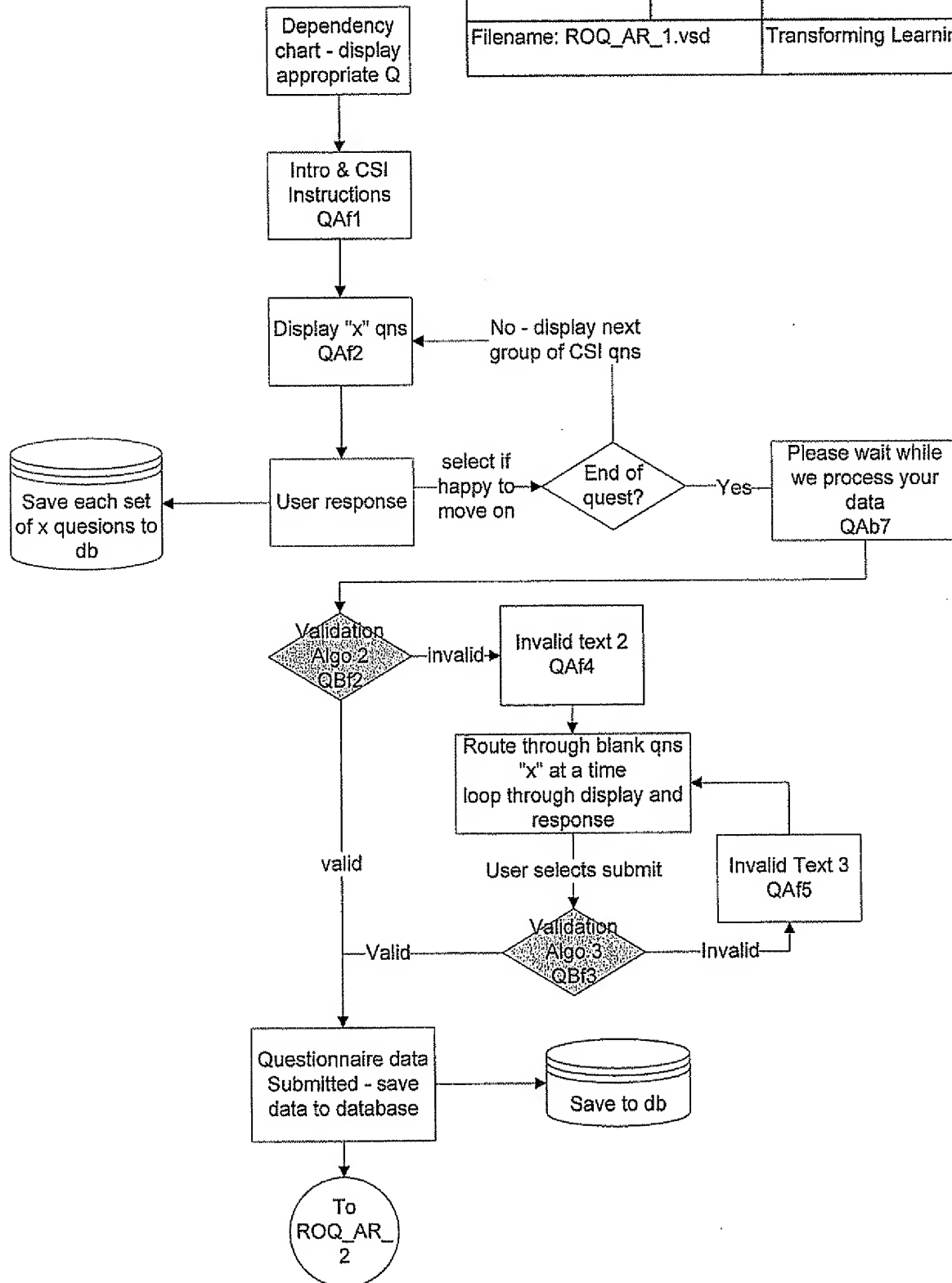
IQP - AR		Edit Date: 9/17/2007 3:43:20 PM
Individual Questionnaire Processing Overnight Adult Rater (Both Questionnaires) Battleship: QDe, QDf		
Target DB: Access	Rev: 0	Creator: slams
Filename: IQP_AR.vsd		Transforming Learning



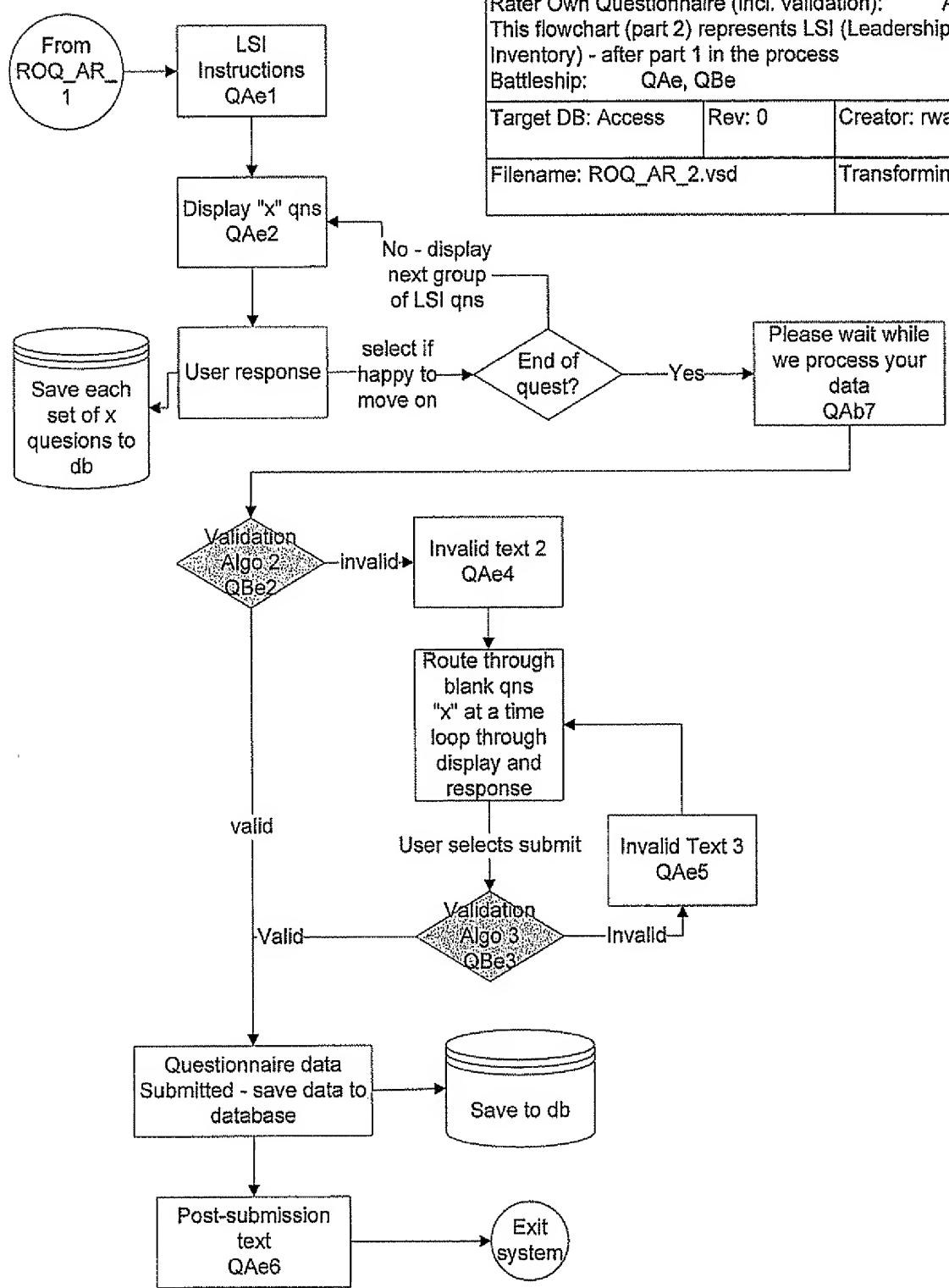
IQP - HT		Edit Date: 9/17/2007 3:45:22	
Individual Questionnaire Processing Overnight			
Headteacher			
Battleship: QDb, QDa			
Target DB: Access		Rev: 0	Creator: slams
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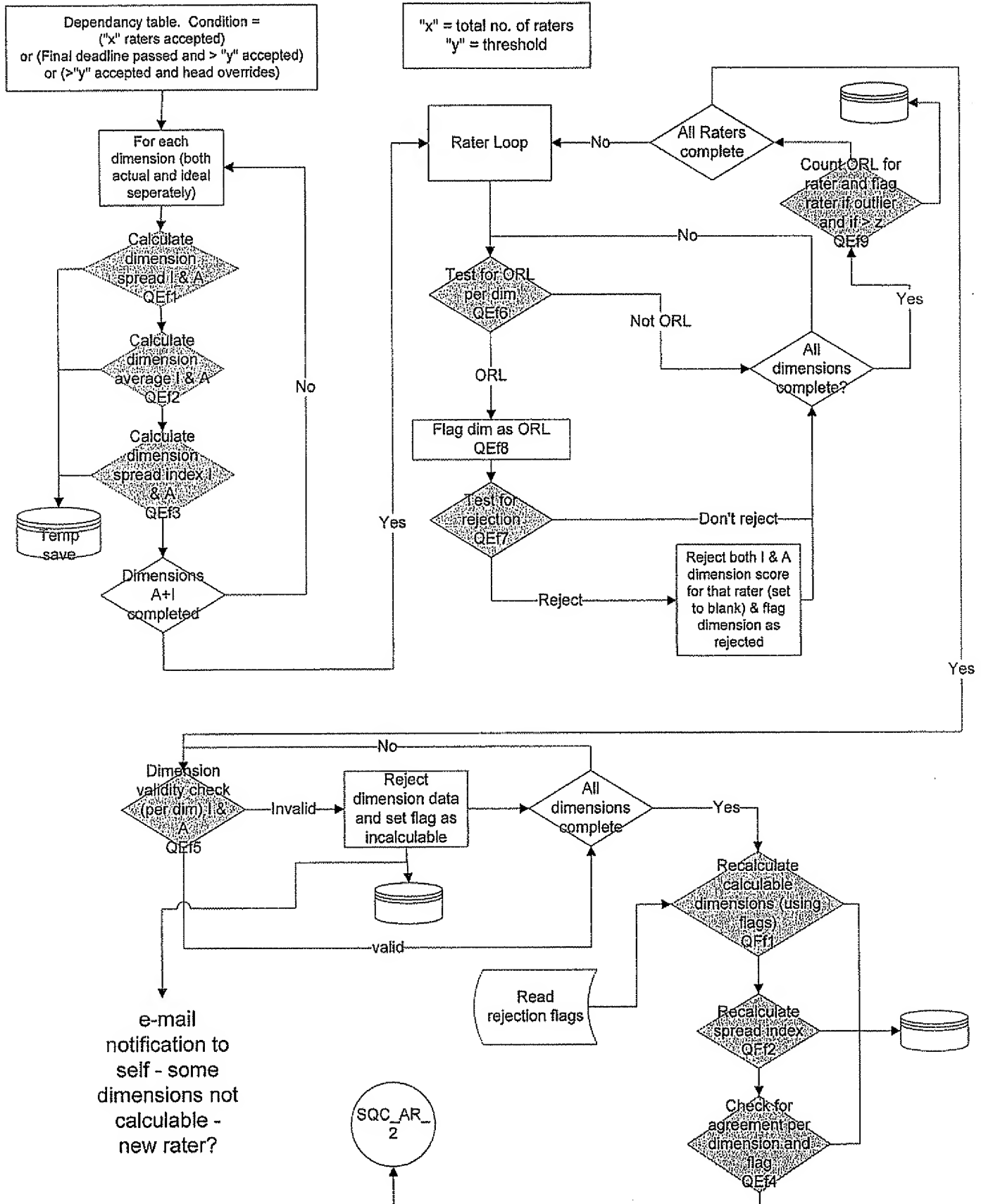
ROQ AR 1	Edit Date: 9/17/2007 3:45:44 PM	
Rater Own Questionnaire (incl. validation):		Adult Rater
This flowchart (part 1) represents CSI Battleship: QAf, QBf		
Target DB: Access	Rev: 0	Creator: rwallace
Filename: ROQ_AR_1.vsd		Transforming Learning



ROQ AR 2		Edit Date: 9/17/2007 3:46:05 PM
Rater Own Questionnaire (incl. validation): Adult rater This flowchart (part 2) represents LSI (Leadership Styles Inventory) - after part 1 in the process Battleship: QAe, QBe		
Target DB: Access	Rev: 0	Creator: rwallace
Filename: ROQ_AR_2.vsd		Transforming Learning



SQC_AR_1	Edit Date: 9/17/2007 3:46:33 PM	
Set Questionnaire Clean		
Adult Rater CSI		
Battleship: QEf, QFf		
Target DB: Access	Rev: 0	Creator: slams
Filename: SQC_AR_1.vsd		Transforming Learning



COQ HT_1	Edit Date: 9/17/2007 3:46:54
Complete Own Questionnaire (incl. validation): Headteacher	
This flowchart (part b) represents CSI (Context for	
Target DB: Access	Rev: 0
Creator: slams	
Filename: COQ_HT_1.vsd	Transforming Learning

